

**RESOLUTION 05-21
THE TOWN OF FOREST HEIGHTS**

**A RESOLUTION ENDING COVID-19 HAZARD PAY FOR ESSENTIAL OR DESIGNATED
PERSONNEL OF THE TOWN OF FOREST HEIGHTS**

Introduced By: Mayor Habeeb-Ullah Muhammad

WHEREAS, the Governor, as of March 5, 2020 and thereafter, issued orders initially declaring a state of emergency and catastrophic health emergency for the epidemic known as COVID-19; and

WHEREAS, the Mayor of the Town of Forest Heights, as of April 5, 2020 issued a proclamation initially declaring the existence of a local emergency thereby requiring the public to observe certain social distancing behaviors and closing the town offices and the municipal building to the public except for essential police operations, and ordering most of the remaining staff to telework; and

WHEREAS, the Town Council on May 2, 2020 approved a Resolution 23-20 extending the Mayor's Local Emergency Order beyond 30 days and throughout the same duration as the Governor's State-declared health emergency or until such time as the Mayor or the Council sees fit to terminate said order; and

WHEREAS, on May 6, 2020, the County Executive wrote the Mayor stating that under the United States Department of Treasury, Coronavirus Aid, Relief, and Economic Security (CARES) Act, Prince George's County, Maryland, received a direct allocation from the Coronavirus Relief Fund (CRF) to cover necessary expenditures directly related to the Coronavirus Disease 2019 (COVID-19), and that the County will allocate \$15 million of its CRF funding to its 27 municipalities on a per capita basis and that the Town's share would be \$157,000; and

WHEREAS, on May 20, 2020, the Mayor and Council passed Resolution 24-20 further modifying the Mayor's emergency order dated April 5, 2020, as ratified and extended in duration by the Council through Resolution 23-20 and further increased the compensation for certain essential Town employees deployed during the declared COVID-19 emergency; and

WHEREAS, Resolution 24-20 approved and authorized special compensation or hazardous duty for (i) public works and public safety employee positions whose compensation was eligible for reimbursement under the CARES Act, as listed on Exhibit 1 of said resolution and to be paid retroactively and proactively commencing as of March 17, 2020, and (ii) administrative employee positions whose compensation was not eligible for reimbursement under the CARES Act, as listed on Exhibit 1 of said resolution, to be paid retroactively and proactively throughout the duration of the declared local civil emergency to said designated

essential employees until such time as the Mayor terminated the emergency period as subject to subsequent review and approval or unilateral termination by the Council; and

WHEREAS, Section 2.9 of the Town Code, as amended, authorizes the Mayor to issue orders lasting for up to 30 days modifying employee salaries and designating certain essential employees for a given emergency, including allowing for both retroactive and prospective adjustments to employee compensation provided that a state or local emergency has been declared and in effect during any modification period, and further for the hiring of any additional employees as deemed necessary for the purpose of meeting the emergency; and

WHEREAS, Subsection 2.9.B of the Town Code, authorizes the Town Council by resolution to modify or reject an emergency order of the Mayor, and if the Council modifies or rejects the order, said modification or rejection shall be prospective only, and shall not affect any actions taken prior to the modification or rejection of the order; and

WHEREAS, the Town Council from time to time may adopt an employee salary compensation plan.

NOW THEREFORE BE IT RESOLVED, that the Town Council hereby orders the cessation and ending of the \$2 per hour hazard pay differential sometimes known as "Hazardous Duty Pay" due to the pandemic and previously substantially made possible by CRF funding previously made available until the end of the 2020 calendar year and the Town's General Fund for Police officers, Public Works and Administrative employees which shall be stopped at the commencement of the next pay period following the passage of this Resolution.

AND BE IT FURTHER RESOLVED that the Mayor is authorized to sign this Resolution on behalf of the Council; and

BE IT FURTHER RESOLVED that this Resolution shall take effect immediately upon passage.

PASSED this 19th day of March 2021.

APPROVED: By Resolution of the Town Council of The Town of Forest Heights, Maryland

ROLL CALL VOTE

YEA/NAY/ABSTAIN/ABSENT

MUHAMMAD

yea

KENNEDY II

yea

NOBLE

yea

BARNES

yea

HINES

yea

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SIC

WASHINGTON
ATKINSON

yea
yea

ATTEST:

THE TOWN OF FOREST HEIGHTS,
MARYLAND

SIGNATURE ON FILE

Sherletta Hawkins, Town Clerk

SIGNATURE ON FILE

By Habeeb-Ullah Muhammad, Mayor

SIGNATURE ON FILE

By: Calvin Washington, Council President

CERTIFICATION

I, hereby certify, as the duly appointed Town Clerk of the Town of Forest Heights, Maryland, that on the 12th day of March 2021 with 7 Aye votes and 0 Nay votes the aforesaid Resolution 05-21 passed.

SIGNATURE ON FILE

Sherletta Hawkins, Town Clerk